



## Branch Officials Committee Annual Report (2018)



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## BCA Branch Officials Committee (BOC)

### Mission

It is the responsibility of the BCA Branch Officials Committee and its members to ensure that all Athletics competitions are conducted in a fair, equitable and safe manner in accordance with rules set by the IAAF.

The Committee shares the responsibility with the clubs to take a leading role in officials' recruitment and training, and advises the Provincial Sport Organization on policies and technical standards for competition.

Responsibilities of the Branch Officials Committee (BOC) include the following:

- a) Providing assistance to member Clubs and to the Association in recruiting, training, and retaining officials.
- b) Providing assistance to organizing committees of sanctioned events; advising on recruitment of technical officials and allocation of duties.
- c) Developing and presenting educational (training) programs for certification.
- d) Coordinating certification of officials within the Province, in cooperation with the National Officials Committee.
- e) Maintaining a list of the Association's officials with specification of certifications.

### BCA Branch Officials Committee Annual Report (2018)

This report documents the BOC's activities in meeting the responsibilities listed above—including our accomplishments and plans in each of the three major areas of the Committee's focus:

- Recruitment of officials.
- Training and education of officials.
- Retention of officials.

In addition, we describe the activities and plans for services carried out to support the officiating of meets in BC.

More information on officiating in BC can be found on the Officials page of the BC Athletics website: <http://www.bcathletics.org/Officials/>.

## Executive Summary

2018 was a busy and productive year for officiating in BC—with 234 registered officials and 216 officials working at least one meet. While fewer officials upgraded than planned (18 vs. 29), we continued to maintain a healthy pipeline of officials working towards upgrades at the higher levels. These upgrades typically take several years to complete and are difficult to forecast completion due to the availability of appropriate meets required for experience and evaluation purposes. The number of track and field meets supported by officials decreased from 107 to 96 while participation stayed roughly the same at 2,098 person days in 2018 compared to 2,113 person days in 2017.

We met our training and education plans in 2018 with 14 workshops planned and conducted. An estimated 164 participants attended these workshops—exceeding our target of 142. These training activities contributed to recruiting 13 new Level 1 officials—very close to our target of 17 new Level 1 officials.

The full Officials Recognition Program, as described in Appendix V, was carried out in 2018.

Special projects underway in 2018, and continuing into 2019, include the following:

- **Data Project**—enhancing the collection and management of information on officiating activity in BC. Enhancing the quality of data will aid in mentoring, developing and retaining officials as well as forecasting the future depth and breadth of officials.
- **Pathway to Level 2**—designing and carrying out a pilot project to streamline the progression to Level 2 official—assisting officials move further along the upgrading pathway sooner while maintaining quality. Our data shows that officials tend to stay officiating longer the further they progress along the pathway.

## Official's Committee

The Committee met four times since it was elected at the 2017 AGM. One meeting was an informal update meeting held mid-summer to check on the progress against meeting our 2018 targets.

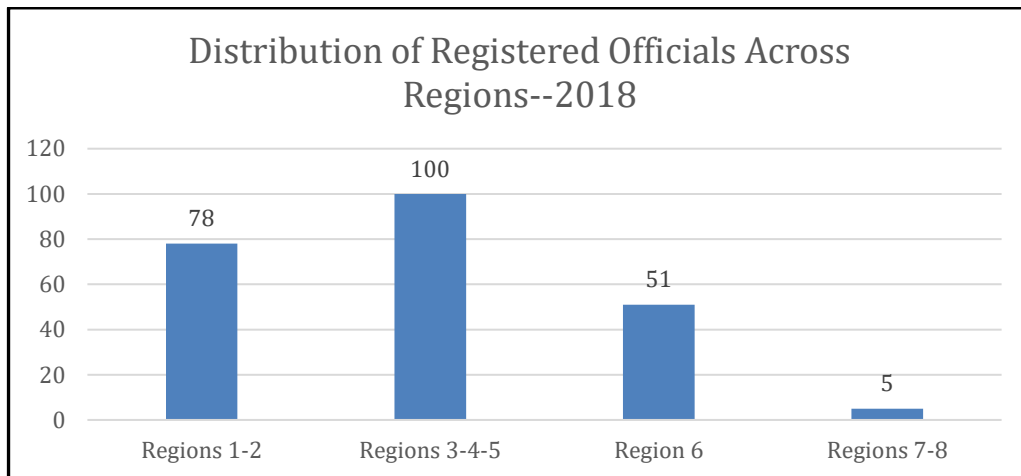
The Committee consists of 11 members including an active representative from the BCA Board of Directors.

More information on the Committee, including members, can be found on the Official's page of the BC Athletics website: <http://www.bcathletics.org/Officials/>.

## Overview of 2018

### Membership

As of writing, we had a total of 234 registered officials with 216 of those who were able to work at least one meet in BC. The table below illustrates the distribution of registered officials—with the highest number of officials in the Lower Mainland (regions 3-4-5) followed by the Interior (regions 1-2) and Vancouver Island and Sunshine Coast (Region 6). Information is being collected from the North (regions 7-8).



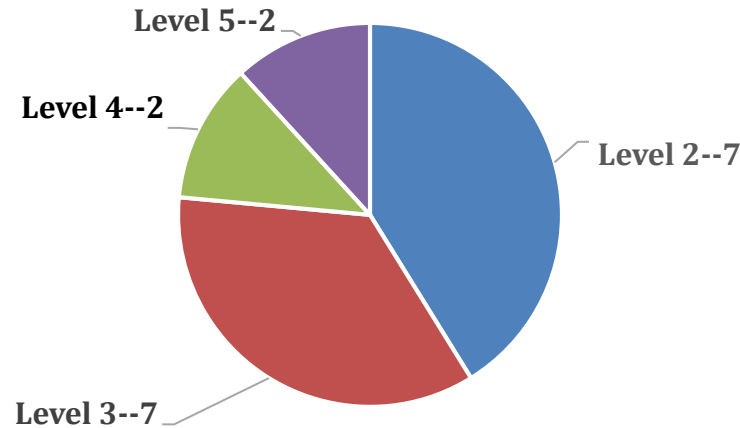
Recruitment of new Level 1 officials was very encouraging with 13 new officials entering the pathway compared to a target of 17.

### Upgrading

In 2018, we targeted 29 officials for upgrading across levels 2 to 5.

Actual upgrades were 18 with a healthy pipeline of officials working to higher levels that typically take several years to complete (e.g., levels 3-5). The chart below shows the distribution of upgrading by level. We continue to be pleased with the number of upgrades, and the work-in-progress at the higher levels as these require significant commitment and effort and provides leadership and support to our younger and less experienced officials.

### Upgrading of Officials by Level--2018



A list of all officials upgraded in 2018 can be found in Appendix II. Further details on upgrading activity by region (actual vs. planned) are listed in Appendix III.

### Competitions

The competition target for 2018 was to maintain the number and participation levels from the 2017 season—107 meets involving 2,113 person-days of effort.

In 2018, there were fewer meets in BC requesting officials. However, those meets required more officials as our participation level remained the same as 2017. We officiated 96 meets in BC compared to 107 in 2017. We provided 2,098 person-days of official's time compared to 2,113 person-days last year.

Note: The Committee does not have a standardized way of collecting statistics on meet participation and could also be a factor in the difference in the number of meets.

The table below lists the number of meets and participation in 2018.

Meet	# of T&F Meets	# of Participants (Person-days)
National	3	242
Prov. Championship	8	455
Club	40	824
School	45	577
<b>Total</b>	<b>96</b>	<b>2,098</b>

The Officials Committee plans to look at how we track the number and participation at meets throughout all regions as we believe the numbers under-report actual involvement. The Officials Committee also plans to work with BC Athletics to address the number of meets held in the Lower Mainland (Regions 3-4-5). There are many more meets conducted compared to the number of officials available locally and is partly due to reasons beyond the control of the Officials Committee (e.g., volume of sanctioned meets scheduled, use of club meets as revenue generators).

Appendix IV provides details on participation of officials by region.

## Recruitment of Officials

### Recruitment Plans for 2018

Our plans and activities for recruitment in 2018 were based on the strategies listed in the BC Athletics Strategic Plan (2017-2020):

- Activate the Officials' recruitment initiative to ensure appropriate growth and retention of officials.
- Look at new target audiences (e.g., members, school-based athletes) to recruit through activities such as increasing the training and education offerings.

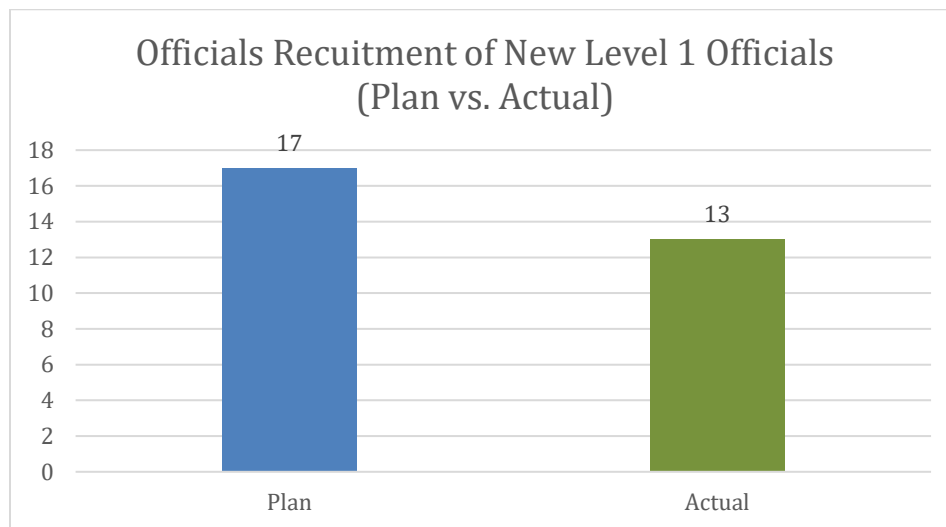
Our targets for recruitment in 2018 were:

- Recruit 17 new Level 1 officials. Focus recruitment on our "core audience" of those with a pre-existing connection to Athletics such as parents of athletes, current and former athletes themselves, coaches, and people who became involved through school events.

Note: a new Level 1 official is one who has participated in the Level 1 Workshop, completed the required number of service credits and submitted their application for Level 1 status.

### Recruitment Results in 2018

As shown in the chart below, the recruitment of 13 new Level 1 officials was very close to our target of 17.



Recruitment activities in 2018 included the following:

- Jointly recruiting with Clubs through delivering workshops and coordinating the staffing of officials and volunteers at Club meets.
- Encouraging all Clubs to have an Officials Liaison to work with the BCA Officials Committee to assist with the Club's recruiting, training, development, scheduling and tracking of officials.
- Delivering Level 1 workshops to high schools (leadership) students. A new, young and encouraging target audience.
- Networking—utilizing our current officials to encourage friends, family and others such as masters and retiring athletes to try officiating.

### Recruitment Plans for Next Year (2019)

Our recruitment activities for 2019 will be confirmed after our Annual Officials Meeting when Committee members are elected and the 2019 Activity Plan is completed. The number of new officials at all levels will need to increase to matched anticipated retirement of existing officials and the high rate of attrition between levels 1 and 2.

The recruitment activities in 2019 will revolve around the following:

- Continuing our current recruitment initiatives with clubs, schools and current officials (word of mouth).
- Continuing to build relations with schools, masters and retiring athletes as a source of new officials.
- Continue to encourage all Clubs to have an Officials Liaison role. Clubs with this type of role on their Executive tend to be the most successful at recruiting and retaining officials to enable them to host sanctioned meets. We will work with the BC Athletics Board of Directors to encourage all clubs in BC to meet this target.
- Using our involvement with the National Officials Committee to share recruiting initiatives that have been successful in other provinces.
- Continue discussions with BC Athletics regarding an Officials Development Coordinator for assisting Clubs and the Branch Officials Committee in recruiting and developing officials.



## Training and Education of Officials

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### Training and Education Plans for 2018

Strategies for Training and Education of Officials in the BC Athletics Strategic Plan (2017-2020) were:

- Develop and publish a multi-year Officials course plan and calendar.
- Develop and implement an active support and advancement program to encourage continued upgrading and training of all officials.
- Ensure that Officials training courses are delivered relative to the needs of each region and discipline.
- Explore and develop online training and professional development resources.
- Provide training and development opportunities for Technical Delegates.

Our targets for training and education in 2018 were:

- 14 workshops across BC. Total participation at workshops targeted at 142.

### Training and Education Results in 2018:

#### **Overall**

We met our training and education targets with 14 workshops planned and delivered. Participation at these workshops is estimated at 164 against our target of 142.

The calendar of workshops delivered in 2018 can be found in Appendix 1.

#### **Other Training Activities**

Other training activities in 2018 included the following:

- Enhanced the Level 1 and 2 workshops to incorporate additional demonstrations and hands-on activities to increase comprehension and retention. This enhancement will continue into 2019.
- Participated in a Level 2 equivalent workshop in Seattle, Washington administered by the USATF. Several of the demonstrations and hands-on activities in the workshop were very interesting and similar concepts are being considered for incorporation into our Level 2 workshop.
- Provided new IAAF Rule Books (2018-19) as a membership benefit for Level 2 and higher officials.
- Updated training materials to reflect new 2018-2019 IAAF Rule Book.
- Started the pilot project on streamlining the pathway to Level 2 Official.

**Training and Education Plans for Next Year (2019)**

Training and education activities for 2019 will be planned by the Officials Committee, in conjunction with the Regional Development Coordinators, in the November timeframe. The plans for 2019 will include the following:

- Continue to enhance the multi-year Officials course calendar and increase exposure of the calendar and the underlying workshops.
- Plan and deliver the training program for 2019—covering the workshops required by the Regions for recruitment and upgrading purposes as well as developing skills for future meets and the anticipated retirement of existing officials.
- Continue to work with the National Officials Committee in reviewing its pathways for developing officials and maintaining and enhancing the corresponding workshop and support materials. The development of electronic and self-directed learning may be included with this activity.
- Review our mentoring program and make any enhancements to encourage the development and retention of our officials.
- Publish articles in the Officials Newsletter on the upgrading process and technical articles on event rules.
- Continue the pilot project on streamlining the pathway to Level 2 Official.

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## Retention of Officials

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### Retention Plans for 2018

Strategies for Retention of Officials in the BC Athletics Strategic Plan (2017-2020) were:

- maintain and enhance a multi-faceted program for officials that encourages retention and recognizes participation, upgrading and years of service

Our targets for retention in 2018 were:

- Maintain all retention activities carried out in 2017 (e.g., targets for 2018 are the same as actual results of retention activities in 2017).

### Retention Results in 2018

We achieved our targets for retention activities in 2018:

- Carrying out all activities in the Officials Recognition Program.

Retention activities in 2018 include the following:

- **BC Athletics Annual Awards**—planning to nominate four officials for the BC Athletics Annual Awards event envisioned for early 2019.
- **Athletics Canada awards**—soliciting candidates and nominating appropriate officials for one or more of the three Athletics Canada officiating related awards.
- **Annual Meeting**—currently scheduled for October 20, 2018 at the Fortius Athlete Development Centre (BC Athletics offices) in Burnaby.
- **Uniform Golf Shirt / Personal Name Tag**—providing a white golf shirt and a personal name tag to 5 new Level 2 officials.
- **Annual Recognition Item**—a hot/cold thermos embroidered with the BC Athletics logo to be handed out to eligible officials at the Officials Annual Meeting in October. We are estimating 60-70 officials will apply for this recognition item.
- **Upgrading Recognition**—providing 10 gift cards to officials who successfully upgraded to levels 3, 4 or 5.
- **Greeting Cards**—sending cards to officials for events ranging from weddings, births, condolences and illness—building community and connectedness. An estimated 24 cards were sent in 2018.
- **Athletics Canada Service Pins**—recognizing the length of service by our officials. Pins will be awarded at the Annual Officials Meeting. This year will be a catch-up year as the pins have not been available for several years. We are estimating that most officials who are levels 3-5 will be eligible for a service pin (e.g., 75-100 officials).

- **Service Recognition (Official's Newsletter)**—publishing 12 issues over the year thanking individual officials for their participation in recent meets.

<b>Retention Activity</b>	<b>2018 Plan</b>	<b>2018 Actual</b>
BC Athletics Annual Awards	4	4 (planned)
Athletics Canada Annual Awards	3	TBD
Annual Meeting	1	1 (Oct 20/18)
Annual Recognition Item	77	66
IAAF Rule Book (2018-2019)	150	150
Uniform Golf Shirt / Personal Name Tag	14	5
Upgrading Recognition	16	10
Greeting Cards	27	24
Athletics Canada Service Pins	Reactivated	81
Service Recognition (Official's Newsletter)	15	12

Information on the Officials Recognition Program can be found in Appendix V.

### Retention Plans for Next Year (2019)

The Committee will continue its work at building strong bonds and a sense of community for officials (at all levels and regions).

Some directions that will help us to retain officials in coming years:

- Continue the retention activities offered in 2018.
- Encourage Clubs to strengthen recognition programs for their own member officials (community recognition events, Club official awards etc.).
- Debrief (interview) officials retiring or leaving the sport.

## Support Services for Officials

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### Support Services Plans for 2018

Strategies for Support Services to Officials in the BC Athletics Strategic Plan (2017-2020) were:

- Maintain support services available for officiating initiatives.

Our targets for support services in 2018 focused on ensuring officials had the information, tools and financial resources to meet the competition requirements of all regions.

### Support Services Results in 2018

We delivered our support services as planned with regular review of the processes to ensure they are efficiently and effectively carried out.

### Information—2018

Major information activities in 2018 included our newsletter, website and other publications:

#### **Officials Newsletter**

The bulk of our regular communication to officials is carried out through a Newsletter, which is sent out by email to all interested Officials and posted on the website. The Newsletter editor published 12 issues since the last AGM. All new officials who participate in Level 1 workshops are sent an introductory e-mail inviting them to subscribe.

#### **Officials Website**

The Officials web page, part of the BC Athletics website, provides access to news as well as practical and technical information. Committee members review and update content for BCA staff to use in maintaining the website. Contents of the website include the following:

- Schedule of Track and Field (T&F) Meets.
- Information on the Officials Committee and its members.
- Upgrading information and request forms.
- Course calendar listing upcoming workshops and other clinics.
- Links to official's forms (e.g., expense, award).
- An Honours List (past recipients of awards).

Plans to enhance the navigation and organization of the website did not proceed as quickly as envisioned this year. This work is underway and should be completed early next year.

### **Other Publications**

Committee Members are responsible for editing and updating policy and procedure manuals such as the:

- Meet Directors Manual.
- Committee Handbook.
- Ethics booklet.

### **Data Project**

The Committee started a special project to enhance the quality of data we collect and maintain on officials. Data is currently stored in several formats and locations with manual integration. Other data such as participation at meets is not collected. Integrated and expanded data will aid in better information to mentor and develop officials leading to increased retention. Better data will also help in forecasting the number and type of officials we have in the future—identifying gaps to address through recruitment, mentoring, development and retention.

## **Equipment—2018**

The following items have been purchased in 2018. Additional items are under consideration for replacing and upgrading equipment such as countdown clocks for field events.

Equipment	Cost
Speaker (voice amplifier)	\$97.87
Measuring tapes (3)	\$252.08
Total	\$349.95

## **Financial—2018**

The two main sources of revenue for the Officials Committee are a budget from BC Athletics and donations from clubs and others thanking the officials' community for their assistance. In 2018, BC Athletics provided a budget of \$24,700.00 while donations for this fiscal year as of August 2, 2018 were \$380.00.

Almost mid-way through our fiscal year, expenditures to date (August 2, 2018) total \$10,500.85—leaving \$14,199.15 in our BC Athletics budget account. We are expecting to fully use the BC Athletics budget account as several of our major

expenditures have yet to occur (e.g., annual officials meeting, recognition items, equipment replacement and upgrading).

Expenditures are applied to the BC Athletics budget first with overruns applied to the Donation Account on a contingency basis. As expenditures have typically been close to the BC Athletics budget, we have not used the full donation amounts and built up a balance in the Donation Account. The Committee is developing a four year plan to draw down the Donation Account while maintaining its contingency role and fulfilling the intent of the account—to thank officials for their volunteering.

### Expenditures against the BC Athletics Budget—April 1, 2018 to March 31, 2019 (as of August 2, 2018)

Details on expenditures against the BC Athletics budget can be found in the following table.

		<b>Budgeted</b>	<b>Expended</b>	<b>Remaining</b>
61115	Officials Committee Meetings	2,000.00	0	2,000.00
63055	Rule Books	1,000.00	750.00	250.00
64085	Official Cert.-Level 1-5	3,000.00	351.77	2,648.23
64100	Competition Expense & Mentoring	13,000.00	8,745.65	4,254.35
64105	Officials-Seminars/Exchanges	700.00	0	700.00
64120	Officials Course Cond Training	1,000.00	0	1,000.00
66225	Officiating Equip-T&F	1,500.00	555.56	944.44
66235	Officiating Equip-Off Track	500.00	97.87	402.13
69702	Officials-Recognition	2,000.00	0	2,000.00
	<b>Total Expenses</b>	<b>24,700.00</b>	<b>10,500.85</b>	<b>14,199.15</b>
	Transferred from donations		0	

### Donations

The current balance in our Donation Account is \$23,791.97. Donations received in 2018 (as of August 2, 2018) are \$380.00 and include the following:

<b>Donor</b>	<b>Amount</b>	<b>Notes</b>
OATF	\$180	
QE High School	\$200	
<b>Total</b>	<b>\$380</b>	

### Analysis of Travel Expenditures

Our largest expense item is for travel for competitions and mentoring (evaluations). The expenditure listed above under-reports the full amount of travel costs for the following reasons:

- several clubs, and the BC High School Track and Field Championships, pay some travel and accommodation expenditures for officials themselves (e.g., not through BC Athletics budget).
- a significant but un-tracked number of officials do not submit expense claims for reimbursement—treating their expenses as a donation to officiating.

### Support Services Plans for Next Year (2019)

Major support service activities envisioned for 2019 include the following:

- **Communication**--encourage Committee members and “officials in the field” to contribute technical and social items to the Newsletter to build up the content. Refresh the Officials Web Page, providing better navigation and easier content management. Maintain publications used by the Official’s Committee and/or officials.
- **Finance**—plan the use of, and draw down, the Donations Account which could include special projects, training programs, recognition and retention activities (e.g., travel) and equipment for officials.
- **Data Project**—continue the integration and enhancement of data regarding officiating activities in BC.



## Appendix I—Workshop Activity in 2018

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### Level 1 and Level 2 Workshops (2018)

Date	Level	Location	Clinician	# Participants
<b>Regions 1-2</b>				
April 16	1	Kamloops	Greg Nicol	8
June 29	1	Kelowna	Greg Nicol	3
<b>Regions 3-4-5</b>				
Feb 3	1	Richmond	John Cull	3
April 7	1	SFU	John Cull	2
April 9	1	Surrey	Sue Kydd, John/Carol Cull	30
April 18	1	Delta	John Cull, Frederique Muirhead	17
May 26	1	Surrey	John Cull	8 (Estimated)
<b>Region 6</b>				
April 27	1	Port Alberni	Vince Sequeira	8
May 25	2	Nanaimo	Vince Sequeira	4
June 8	1	Duncan	Vince Sequeira	3
<b>Regions 7-8</b>				
Statistics being gathered.				

**Appendix I—Workshop Activity in 2018**

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## National and Other Specialized Clinics (2018)

<b>Date</b>	<b>Workshop</b>	<b>Location</b>	<b>Clinician</b>	<b># Participants</b>
Oct 21/17	Officiating Para Events Workshop	Burnaby (Officials AM)	Louise Buskas (AB)	41
Feb 4	MeetPro Workshop	Burnaby	Ted de St. Croix	23
May 31	National Starters Assistants Clinic	Langley	Iain Fisher, Keith Newell	10 (Estimated)
June 15	National Throws Judge Clinic	Langley	Peter Fejfar	4 (Estimated)

## Appendix II—Officials Upgraded in 2018

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### Officials Upgraded (2018)

#### Level 1

Official	Date of Upgrade	Region
Emily Kydd	Dec	3-4-5
Jennifer Underhill	May	6
Barbara Texmo	May	1-2
Zacharie Durand	May	3-4-5
Keaton Lees	June	3-4-5
Kathleen Henderson	August	3-4-5
Candace Lee	August	3-4-5
Klaas Broersma	August	1-2
Margaret Rhebergen	August	1-2
Ken Dhaliwal	August	1-2
Abresia Foote	August	1-2
Jim Hinze	August	3-4-5
Mary Hinze	August	3-4-5

#### Level 2

Official	Date of Upgrade	Region
Dawn Driver	October	3-4-5
Tyler Coell	March	6
Tara Alexander	March	1-2
Julie Lees	June	3-4-5
Debbie Foote	August	3-4-5
Irene Sandri	August	6
Zacharie Durand	September	6

## Appendix II—Officials Upgraded in 2018

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### Officials Upgraded (2018)--Continued

#### Level 3

Official	Discipline	Date of Upgrade	Region
Cheryl Elke	Field Referee Throws	October	1-2
Brian Beck	Prov. Compt. Sec	December	1-2
Daniel Elke	Prov. Compt Sec.	December	1-2
Reg Harris	Starter	February	3-4-5
Ron Heron	Throws	August	3-4-5
Betsy Rollins	Throws	August	3-4-5
Jack Ready	Vertical Jumps	August	1-2

#### Level 4

Official	Discipline	Date of Upgrade	Region
Sharon Hann	Starter	September	3-4-5
Celina Wong	Throws	September	3-4-5

#### Level 5

Official	Discipline	Upgrade date	Region
Bob Cowden	Vertical Jumps	September	1-2
Norma Love-Pankonin	Starter	September	1-2

### Officials In-Progress

The table below lists the number of officials who are in the process of upgrading their certifications to levels that typically take more than one year to achieve.

Level	# of Officials In-Progress
Level 3	10
Level 4	11
Level 5	4

## Appendix III—Upgrading Activity by Region in 2018

### Upgrading Activity--Plan vs. Actuals (2018)

Level	Plan	Actual
<b>Regions 1-2</b>		
Level 1	6	5
Level 2	11	2
Level 3	2	4
Level 4	2	0
Level 5	2	2
<b>Regions 3-4-5</b>		
Level 1	6	7
Level 2	3	2
Level 3	5	2
Level 4	0	2
Level 5	0	0
<b>Region 6</b>		
Level 1	4	1
Level 2	0	1
Level 3	2	0
Level 4	2	0
Level 5	0	0
<b>Regions 7-8</b>		
Level 1	1	Statistics being gathered
Level 2	0	
Level 3	0	
Level 4	0	
Level 5	0	
<b>Total All Regions</b>		
Level 1	17	13
Levels 2-5	29	15
<b>Total</b>	<b>46</b>	<b>28</b>

## Appendix IV—Meet Participation in 2018

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### Meet Participation (2018)

<b>T&amp;F Meet</b>	<b>Number</b>	<b>Participation (Person-days)</b>
<b>Regions 1-2</b>		
National	1	97
Prov. Championship	2	116
Club	13	183
School	13	131
<b>Regional Total</b>	<b>29</b>	<b>527</b>
<b>Regions 3-4-5</b>		
National	2	145
Prov. Championship	5	291
Club	20	445
School	12	284
<b>Regional Total</b>	<b>39</b>	<b>1,165</b>
<b>Region 6</b>		
National	0	0
Prov. Championship	1	48
Club	7	196
School	20	162
<b>Regional Total</b>	<b>28</b>	<b>406</b>
<b>Regions 7-8</b>		
Statistics being gathered		
<b>Total All Regions</b>		
<b>TOTAL</b>	<b>96</b>	<b>2,098</b>

## Appendix V—Officials Recognition Program

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### Recognition Program Overview

BC Athletics offers a well-funded recognition program for member officials. The Officials Committee organizes and delivers the program to member officials each year to express the sport association's gratitude for their volunteer work, and for their efforts to learn and improve their skills. Components of the program include:

- **Annual Awards**—nominations for BC Athletics and Athletics Canada awards for officials.
- **Annual Meeting**—an opportunity each year to thank our member officials and recognize their contribution to the growth of Athletics in the Province.
- **Annual recognition item**—a gift (e.g., clothing, bag, umbrella) provided as a thank you to all active officials who are Level 2 and above and who volunteered for at least 15 credits of effort in the current year.
- **IAAF Rule Book**—provided free for all active Level 2+ member officials.
- **Uniform golf shirt / personal name tag**—provided free for member officials on upgrading to Level 2. Officials at Level 1 are provided a name badge that they complete themselves.
- **Upgrading recognition**—a gift card for those upgrading to Level 3, 4 or 5—recognizing the effort and commitment to expanding their officiating skills.
- **Greeting cards**—the Committee maintains strong social bonds with member officials around the Province by sending congratulation, sympathy and condolence cards to support our officials and maintain a sense of community.
- **Athletics Canada service pins**—provided to officials who have reached five years of service as an active official and at five year increments after that.
- **Service Recognition (Official's Newsletter)**—recognizing officials in every issue of the Officials Newsletter for their participation in the previous meets, and for other achievements.

The Committee recognizes that the quality of support and recognition that officials receive during competitions is a key element in ensuring retention of their loyalty and continued service. We provide event hosts with guidance on hosting volunteer officials, and developing support in their own Clubs. The Committee has published standards for hosting officials at meets (meals, beverages, parking etc.). Guidelines encourage them also to thank volunteer officials personally, and to distribute token gifts (gas cards, coffee cards, etc.) at events. Event hosts are provided with appropriate text for their programs, and text for the Announcer recognizing and thanking officials.